

**BUDGET
PERSONNEL COMMITTEE
ROOM 318
OF THE
PUTNAM COUNTY OFFICE BUILDING
CARMEL, NEW YORK 10512**

Members: Chairwoman Nacerino, Legislators Castellano and Tartaro

Thursday

October 9, 2014

The meeting was called to order at 7:15 p.m. by Chairwoman Nacerino who requested Legislator Tartaro lead in the Pledge of Allegiance. Upon roll call, Chairwoman Nacerino and Legislators Castellano and Tartaro were present.

Item #3) 2015 Budget Review

Chairwoman Nacerino stated that there has been a proposal, reflected in the 2015 Tentative Budget, of a 1% increase for Management Positions. She stated also there was a proposal made that included giving back two (2) vacation days, two (2) personal days, and six (6) sick days. She stated that this would be an amendment to Resolution #175 of 1996. She stated that she would like to propose approval of the option to allow Management-Confidential Employees to buy back three (3) vacation days.

Chairwoman Nacerino made a motion to approve the amendment of Resolution #175 of 1996 ; giving back two (2) vacation days, two (2) personal days and six (6) sick days and allow Management-Confidential Employees to buy back three (3) vacation days; Seconded by Legislator Castellano. All in favor.

Chairwoman Nacerino stated that the CSEA settled their contract on February 28, 2014. She stated that the approved contract reflected a \$500.00 bonus in 2015 and a 1.5% increase and a step increase. She stated in addition to that there are 13 upgrades/promotions requested in this budget. She stated that she received an e-mail this evening at 4:55p.m. from Personnel Director Eldridge regarding the subject of Desk Audits pertaining to the requests that have been made. She stated that she has a few questions that she would like to begin with, and then will request that Director of Personnel Eldridge address them. She questioned if Desk Audits were performed, and she is aware that it is a process in itself, were the jobs posted and were there internal canvases. She stated that the difference with a Civil Service position is it applies only to the candidates that have the skillset to fill the position; it is not necessarily inclusive to the person in the position. She stated she would also like to know if promotional exams were given for these positions and were waivers given for a once in a lifetime, for those who may or may not be eligible; if a person is in a Civil Service Position and there are a series of Positions or Titles the employee could waive taking the test. She stated that she does have concern with some of the title changes, she will bring them up as they go through the different Personnel Budget Lines.

Personnel Director Eldridge stated that he would like to start by providing some background to the process. He stated in each of the 13 positions referenced they are filled with by current employees. He stated the Personnel Department was requested via the Department Head to do an evaluation for an upgrade to that individual from their current title to a higher level. He stated these requested were made to the Personnel Department and the work has been conducted by the Personnel Department. He stated that there would be no posting at this point in time. He stated that the recommendation needs to go through the budget process and would not become effective until January 1, 2015. He stated that the evaluation process the Personnel Department follows is when the job classification questionnaire is received from an individual through the Department Head, that someone has taken on higher level duties, and then an evaluation of the that matter is done. He stated a typical rule of thumb in his business is that

when looking at the positions that are requested the information submitted by the Department Head, which is the information submitted by the individual, there is a great deal of communication between the Supervisor and Department Head relative to the matter. He stated in these cases it is hugely typical that between 20 -25% of the cases require a desk audit because there is not enough information available. He stated it is very common that in approximately one (1) in five (5); one (1) in four (4) cases that a Desk Audit is required. He stated that does not negate the fact that the positions are evaluated with the information received prior to the Desk Audit. He stated that the Job Classification questionnaires they receive are very detailed. He stated out of the 15 upgrades submitted there were five (5) Desk Audits performed.

Chair Nacerino continued to facilitate the discussion on the process of position upgrades, testing requirements, etc. She concluded the discussion by requesting that the Legislature be sent a copy of the Desk Audits that were performed.

Personnel Director Eldridge confirmed that he would provide a copy.

Personnel Director Eldridge stated that they were in the process of evaluating the two tentative upgrades in the District Attorney's Office. He stated that when this list was provided they listed the two (2) positions on the higher end as they were not sure what the result of the evaluation would be. He stated after the completion of the positions evaluation it has been determined that the positions should be Grade 9 Step 2 resulting in an increase of \$2,494 for 2015 for each position instead of the \$2,667. He stated that the positions are still Senior Office Assistant; however it was decided to put a parenthetical (Legal) on the positions because of the specialized nature of the position being in the District Attorney's Office.

Chair Nacerino stated that it was not designated as specialized when it was first canvassed.

Personnel Director Eldridge stated that the two people in the positions, have been in the positions for a number of years, and have taken on additional responsibility and are functioning at a very high level.

Chair Nacerino stated that she would like to move that these raises be put in sub Sub-Contingency until the tests are taken.

Personnel Director Eldridge stated that some of these positions on this list may not have a test available to take until this time in 2015.

Chair Nacerino stated that the policies here are very much different from the policies that are followed at the Brewster School District, which she is familiar with. She stated that she does not understand how a raise can be approved prior to officially establishing a title.

Personnel Director Eldridge stated he is referencing actions that the County takes in accordance with the New York State Law, he is not sure what the policies are in the Brewster School District.

Legislator Oliverio questioned if the raises that are listed for the tentative upgrades are changeable or are they required.

Personnel Director Eldridge stated that they are not changeable. He stated that they are based on the promotion formula of the CSEA Agreement.

Legislator Castellano stated that he believes that there are two options to be considered: 1) do not approve the raise and wait for the exams to come out and whoever gets the job takes it and the old position is eliminated or 2) grant the request have the exams come out within the Year.

Personnel Director Eldridge stated the 2nd option is the way it has worked for years.

Legislator Scuccimarra stated that if the employees are currently doing the job, she supports giving them the increases.

Personnel Director Eldridge stated in the scheme of things in the County there are 650 positions and this is a discussion regarding thirteen (13) of them. He stated there are always going to be changes in personnel. He stated that "Personnel" is not a static matter.

Legislator Albano stated that he would like to propose a compromise of waiting three (3) months before giving the increases. He stated that would result in a bit of a savings and allow the tests to be given.

Chairwoman Nacerino made a motion to approve the amendment to the two (2) Title Upgrades for the District Attorney's Office from Upgrade To Sr./Typist GR 8 ST3 TO Senior Office Assistant (Legal) Grade 9 Step 2- Amending the 2015 Tentative increase of \$2,667 TO \$2,494; Making the Upgrade and Increase available April 1, 2015; Seconded by Legislator; Seconded by Legislator Castellano. All in favor.

Legislator LoBue questioned why the Committee is not taking action to approve all of the upgrades effective April 1, 2015.

Chairwoman Nacerino stated that she has questions pertaining to some of the upgrades on the list, therefore she does not want to move them as an entire group. She stated that the list can be reviewed and discussed and then be voted on.

Chairwoman Nacerino stated that under the Personnel -Highway Administration section (#149010110 page 15) the Vacant Federal Project Manager position is going to a Management position. She questioned if there is a need for CSEA to be apprised that the position is being taken out of the collective bargaining.

Personnel Director Eldridge stated that they will be advised.

Chairwoman Nacerino facilitated an overview of the proposed CSEA Upgrades.

Chair Nacerino made a motion to approve moving the following proposed Upgrades and Funding into Sub-Contingency effective April 1, 2015;

<u>Position #</u>	<u>Description</u>	<u>4/1/15 Funding</u>
143010909	Personnel Dept.: Upgrade to Principal Typist Gr 12 St 2	\$2,938
149010914	Highway Dept.: Upgrade to Architect Gr 21 St1	\$5,302
401010901	Health Dept.: Upgrade to Principal Typist Gr 12 St 4	\$4,104
(con't)		
<u>Position #</u>	<u>Description</u>	<u>4/1/15 Funding</u>
401012910	Health Dept.: Upgrade to Senior Typist Gr 8 St 4	\$3,412
401033902	Health Dept.: Upgrade to Senior Dietary Technician Gr 15 St 2	\$4,567
401031901	Health Dept.: Upgrade to Public Health Sanitarian Gr 18 St 2	\$8,762
405910909	Early Intervention: Upgrade to Account Clerk Gr 10 St 4	\$3,761
601303902	Child Advocacy Ctr.: Upgrade to Sr. Typist Gr 8 St 3	\$2,134
677210907	OFSR: Upgrade to Intermediate Typist Gr 10 St 4	\$3,761
677710917	OFSR: Upgrade to Acct Clerk/Typist II Gr 8 St 4	\$3,249

Seconded by Legislator Castellano. All in favor.

Legislator Castellano requested clarification. He stated in the event all of the above employees pass the exams and the upgrades are given, then the former positions are no longer in effect, is that correct.

Personnel Director Eldridge stated that is correct that is why the dollars are added to what the employee is currently earning.

Chairwoman Nacerino stated this is very different from the format that she is used to. She questioned, for clarification, an internal exam is it inclusive to one's Department rather than posting for the entire County for these competitive positions.

Personnel Director Eldridge stated that the Law is different between County Government, Town Government and the School Districts. He stated for a School District a promotion is open to the entire District. He stated in the case of County and Town Governments a promotion is by the Department. He stated if it is a situation where there is a vacancy and there is no reclassification and there are not enough people in the Department then an Interdepartmental Promotion Exam could be given. He stated this is a rare scenario.

Chair Nacerino stated that the Police Departments and Nursing positions are very specific and inclusive to their Department. She stated however an open competitive Clerical Series or Account Clerk Series position could be anywhere; she thanked Director Eldridge for the clarification on the process.

Chair Nacerino stated that next they will address the 2015 Tentative Budget Management Salary Adjustments. She stated the first item on the list provided by Auditor Sharkey is the Coroner (#118510994) there is a proposed \$1,000 stipend proposed.

Legislator LoBue stated that she would like to provide some background on this matter, for the new Legislators. She stated that action was taken in 2012 (Reso#148) to reduce the number of Putnam County Coroners from four (4) to three (3). She stated that there was a situation presented, at that time, that the majority of the work was being done by one (1) Coroner. She stated that it was believed that eliminating the fourth Coroner would increase efficiency while saving money. She stated that now Putnam County has three (3) Coroners, and it appears that the same scenario is taking place. She stated that she is concerned and not in favor of the increase of a \$1,000 stipend. She stated fiscally the County is close to spending the same amount of money for three (3) Coroners as it was for four (4) Coroners. She stated that this individual received and \$11,000 stipend in last year's budget, in addition to the salary of the Coroner. She stated that she cannot justify increasing the stipend by another \$1,000. She stated that last year she voted against the Management increases in the budget because they were not consistent. She stated that she proposed a 1.5% increase for the 2014 budget for all of the Management Positions. She stated that it was her philosophy that all of the Management Employees would feel appreciated. She stated the 1.5% increase was not approved. She stated this year, again, there are some Management Positions that are proposed to receive a 1% increase while others are being proposed to receive a 20% and 19% increase. She stated that she believes it is a terrible position to be taken as it furthers the decline of the morale. She stated that she has received numerous phone calls from Management Employees who are not in the budget to receive an increase. She stated that the Management Employees who are listed to receive the 1% are not happy. She stated that she cannot justify the proposed increases, as she sees them to be outlandish. She stated that the Union Contracts that were passed were passed with a 1.5% increase. She stated that no one she knows in the private sector is receiving a 20% increase.

Chairwoman Nacerino stated that the same scenario holds true for the CSEA Employees. She stated out of the 330 memberships there were 13 positions proposed for promotions in the budget. She stated that she believes that there are probably some hard feelings there. She stated the Legislature needs to give

consideration to the recommendations brought forward. She stated in reference to the Coroner Stipend it has been reported to the Legislature throughout the year, that the case load has increased. She stated that although they may be expending the same amount of dollars the workload has increased as well and it is divided by three (3). She stated that is a debatable topic as well, as it has been stated that not all of the Coroners are carrying their fair load of work. She stated that the autopsy numbers are up which increases the paper work; the work load has significantly increased. She stated that she believes the \$1,000 increase is justified.

Legislator Tartaro stated that this matter has been discussed. He stated that one statement that has been made is that at the current salary they cannot get applicants for the positions. He stated that in all probability consideration should be given to raise the salary for all of the Coroner Positions.

Legislator Wright stated that he believes that there are two (2) issues to be addressed: 1) this particular agency is in need of a structural change 2) he does not support looking at structural changes and job descriptions during the budget process. He stated that he believes that should be done throughout the year. He stated then there is adequate time for re- evaluation and request for additional information if needed.

Chairwoman Nacerino acknowledged her colleagues comments and suggestions. She stated that the process at this meeting currently is to address the considerations that have been presented to the Legislature. She stated that there will be an evaluation of the process. She stated that there has been discussion on addressing the process of personnel changes throughout the year. However it needs to be vetted out because there could be a negative impact to the Finance and Auditing Departments. She stated that tonight she would like to discuss these considerations one by one and work with these considerations and take them at merit.

Legislator Wright stated that in his opinion there are some Managers requesting consideration for modest upgrades. He stated that the CSEA requests in comparison to the Management Requests in his opinion are modest. He stated that to make structural management changes he believes the process should begin in the beginning of the year and be address throughout the year. He proposed giving Management a 1% to 1.5% increases at this time.

Chairwoman Nacerino stated that is for the Legislature to collectively decide. She stated that she is facilitating the meeting, ultimately it is the will of her colleagues-Legislature.

Legislator Gross stated that there is a real problem in finding Coroners. He stated that he believes the salary needs to be raised and the structure of the office and case responsibility need to be re-evaluated.

Legislator LoBue stated that in her opinion there is a huge increase in this line and she believes it is disproportionate.

Janet Canaday, President of the CSEA Union, stated that she is advocating for the CSEA workforce. She stated that there are positions in this County that were classified as CSEA that are being taken out of that classification and put into the classification of Management. She stated as an example in the County's Consumer Affairs Department there were three (3) positions that became vacant in that department. She stated that two (2) of them were CSEA. She stated that one (1) of the employees left in 2013 and (1) left in 2014. She stated that two (2) Management positions have been created and they are doing the work of the CSEA Members. She continued to speak of her concerns in relation to other departments. She stated that the current action and behavior being taken is diminishing the CSEA Union slowly.

Personnel Director Eldridge stated that the position that was in the Highway Department “Licensed Professional Engineer” was in the CSEA, unfortunately they were unable to recruit a candidate to fill the position for the salary which was approximately \$75,000 - \$76,000. He stated that Commissioner Pena is a licensed Engineer and there is another person in the Department that is a licensed Engineer. He stated that the need was in a different area. He stated that they re-evaluated what they needed in the Department. He stated that the request was made through the budget process, to the Administration; that is the position that has been allocated to a Management Position. He stated in reference to the Consumer Affairs Weights and Measures and Mechanical Trades Department a couple of the people in that department report to separate Boards: the Electrical Board and the Plumbing Board. He stated those positions traditionally had not been in the CSEA Union.

Janet Canaday, President of the CSEA Union, stated that she does not appreciate the fact that some of the Management Positions are being recommended to receive a 20-19% increase. She stated especially when the CSEA Union received a 1.5% and \$500 increase.

Chairwoman Nacerino stated that in the District Attorney’s Department the position of “Victim/Witness Asst” (#116510113 page 2) is a position that was previously funded through a grant. She stated that this matter was discussed at the September Personnel Committee Meeting. At that time it was agreed that this is a critical position. The Personnel Committee voted to approve funding to cover the salary from the end of September 2014, which is when the grant funding ceased, to December 31, 2014. She stated that she would like to put the funding for the “Victim/Witness Asst” (#116510113 page 2) position into the 2015 Budget.

Commissioner Carlin stated for clarification that the motion that Chairwoman Nacerino is proposing is to put the funding for the position: \$47,352 plus the fringes, which is approximately \$35,000. He stated that the proposal is to put the approximately \$80,000 into the 2015 Budget to fund the “Victim/Witness Asst” (#116510113 page 2) position.

Chairwoman Nacerino stated that per the discussion on the matter, it was agreed that this is a very worthwhile position and the Legislature does not want to see it eliminated.

Legislator Castellano stated that he believes it is important to restate that if this position is not funded, higher level employees will have to handle this responsibility. He stated he believes it is a position that Putnam County desperately needs.

Legislator Castellano made a motion to fund the “Victim/Witness Asst” (#116510113 page 2) position in the 2015 Budget; Seconded by Legislator Tartaro. All in favor.

Chairwoman Nacerino stated in the County Executive’s Department there is a proposed increase of \$7,000 for the Conf Sec- County Exec (#123010906 page 4). She stated that this position salary was lowered in the last couple of years. She stated that she can appreciate that the salary of this position should be par with the other Confidential Secretaries throughout the County. She stated that also this Confidential Secretary position requires, unlike the other Confidential Secretary positions, weekend work and nights. She stated that currently the salary is far inferior to many of the other salaries. She stated that she would support an increase, although she believes that \$7,000 may be too ambitious. She stated based on the duties and the responsibilities of the position, she believes, steps should be taken to increase the salary.

Legislator Tartaro agrees with the comments made by Chairwoman Nacerino. He stated that he would like to propose a \$5,000 increase.

Legislator LoBue stated during the Bondi Administration this position was close to \$60,000. She stated that when the new Administration came in and reconfigured the department; a Constituent Services Position was added and was assigned a salary of approximately \$40,000. She stated that she believes that was the choice of the administration. She stated that she does not support this request. She stated that in last year's budget this position was marked to receive a \$10,000 increase and received \$5,000. She stated and now this year they are requesting \$7,000. She stated that she believes this is outrageous and inconsiderate of all of the Management employees. She stated that initially the allocation of funding within the new Administration's office was done to create the additional position. She stated that the person who took this position took it at the salary it was set at; to come back every year and request these increases she believes is wrong.

Chairwoman Nacerino facilitated further discussion on this matter.

Chairwoman Nacerino made a motion to approve the amended Salary Adjustment of \$3,500 for the Conf Sec- County Exec (#123010906 page 4) position in the County Executive's Department; Seconded by Legislator Tartaro. All in favor.

Chairwoman Nacerino stated that there is a proposed increase for the Dep Comm Finance (#131010110 page 5) in the Finance Department.

Commissioner Finance Carlin stated that more responsibility keeps being put on the position being discussed. He stated for example Putnam County does not have a Budget Department. He stated that he has received a recommendation from the County's Auditors to conduct a multi-year financial plan. He stated that work will be done by himself and the person in the Dep Comm Finance position (#131010110 page 5) in the Finance Department, in addition to all of the existing work that is performed. He stated that the employee in this position is involved in many areas of the County and receives calls for assistance and information from every department in this County. He stated this is not a 40 hour a week position any longer. He stated that this person is qualified and good enough at what he does to get outside consulting work in his field; however he is prohibited from doing that due to statute in the Putnam County Charter.

Chairwoman Nacerino stated she would like to propose that the First Deputy County Clerk Position (#141010102 page 9) salary be reduced by 10%, based on past practice, a new person coming into an existing position is given a salary 10% less the salary the incumbent was making. She stated this recommendation would apply in the event that a new Deputy County Clerk is needed, based on the results of the Election for Putnam County Clerk. She stated that would bring the salary down to \$95,000.

Legislator Castellano questioned if the Legislature needs to approve the appointment of the First Deputy County Clerk position. He stated that County Clerk Sant is retiring at the end of this year. There will be a new County Clerk elected to that office. Therefore he would like clarification on that process.

County Clerk Sant stated that he has never heard a past practice of setting a Deputy's salary. He stated that this is a Deputy position required by law. He stated a reduction of 10% to this Deputy position will put the salary below the other Deputy positions in the County, which are not required by law. He stated that the First Deputy Clerk Position (#141010102 page 9) must be appointed within 30 days of the elected County Clerk. He stated if that is not done, then the Administrative Judge will appoint a person to the position that is how important this position is. He stated that the reference of this being past practice, that is not accurate. He stated that he does not want to embarrass anyone by stating names of people who went into positions and were given the incumbent's salary of the position.

Legislator Albano stated if that is the practice, he believes it should be carried out. He stated maybe we could come to a compromise.

Personnel Director Eldridge stated that he believes that Legislator Albano is suggesting a salary of \$100,000.

County Clerk Sant stated that he would go along with that.

Deputy County Executive Walker stated that the Administration has discussed this matter with County Clerk Sant. He stated that he believes that the First Deputy County Clerk Position (#141010102 page 9) is a position which requires a very particular skill base that can adapt to the many nuances of the job responsibilities.

Legislator Wright stated again he would like to express his belief that this is not the proper forum to be picking and choosing. He continued to support his opinion. He stated that he believes that the money could be put into Sub-Contingency and address the matters.

County Attorney Bumgarner stated that she believes Legislator Wright's point is very valid. She stated that she would like to state that anytime she has brought personnel matters to the Legislature during the year, so there is more time for the deliberative process she has been told that the matter is more appropriate to be addressed during the budget process.

Personnel Eldridge stated that he recalls the discussion of the 10% reduction of an incumbent's salary was discussed and it was stated that it would apply where appropriate. He stated he recalls it was the intent of the Legislature to reduce where it could, but if it didn't fit the circumstances, the process would not be applied.

Chairwoman Nacerino made a motion to move the approval of a salary of \$100,000 for the First Deputy County Clerk Position (#141010102 page 9); Seconded by Legislator Castellano. All in favor.

County Clerk Sant provided the justification behind the need for the request of the new position in the Department of Motor Vehicles, MV Cashier-Examiner (#141110114 page 10). He stated that providing great service is critical to the success of the "Renew Putnam County". He stated providing an efficient, knowledgeable and positive experience is key to enticing customers to come to the Putnam County DMV. He stated that there is a person in the position currently who is a temp. He stated that individual would need to be brought up to the MV Cashier Examiner to complete the process. He stated that they are decreasing DMV's Temp funding by approximately \$31,000 to bring this person into a CSEA position.

Chairwoman Nacerino requested clarification that this would be a tested position.

County Clerk Sant stated that it is and the person has taken and passed the test already.

Chairwoman Nacerino stated that the next department to be reviewed is the County's Law Department. She stated that in her opinion these are a group of professionals that have a level of expertise to be recognized and they are a great reflection on the County. She stated that she believes it to be important to compensate them for the work that they do.

Chairwoman Nacerino stated that in the department of the Board of Elections there is a Salary Adjustment of \$8,000 for each of the Commissioners of Elections (#145010901 & 145010902 page 13). She stated that this is the final year of the four (4) years that had been approved for the Commissioners of Elections to receive and \$8,000 Salary Adjustment. *(this was proposed by County Executive Eldridge during the 2012 Budget process).*

Chairwoman Nacerino stated that the proposed Salary Adjustment for \$2,000 (#677210903 page 75) in the Office for Senior Resources (OSR) is for a position that was approved in September of 2014. She stated that she is not sure how an evaluation could have been made to suggest that this position warrant an increase. She stated that this person has been in the position for only three (3) weeks.

Personnel Director Eldridge stated that the employee who retired from this position did so at a salary of approximately \$67,000.

Chairwoman Nacerino questioned if this salary adjustment being proposed is based on the position or the work being performed.

OSR Director Sheehy stated that it is based on the position.

Personnel Director Eldridge stated the Confidential Secretary Salary; \$40,000 is the bottom of the pay scale for that position. He stated that the individual accepted the position. He stated that they did indicate to the employee, at that time, that they would try to get an increase to the salary for the position. He stated that there were no promises made. He stated to bring the salary to \$42,000 for a Confidential Secretary is just about the base salary.

Chairwoman Nacerino stated that the County Executive's Confidential Secretary's salary is not at \$40,000.

Personnel Director Eldridge stated that this person in the OSR position has been with the County for ten (10) years.

Chairwoman Nacerino stated yes, however the person has only been in the position for three (3) weeks.

OSR Director Sheehy stated that the responsibilities of the position being discussed are very involved. She provided some information on responsibilities of the position.

Chairwoman Nacerino stated as I am sure is the case in the County Executive's Office in addition to working nights and weekend as well. She stated that it was decided that the Legislature could not justify the increase that was proposed for that position. She stated that she has a hard time justifying this proposed \$2,000 increase so soon to the employee taking the position. She stated she would like to hear from her colleagues regarding this request.

Legislator Tartaro stated that he would like to recommend bringing the salary adjustment down to \$1,000 from \$2,000.

Chairwoman Nacerino made a motion to approve amending proposed Salary Adjustment (#677210903 page 75) to \$1,000; Seconded by Legislator Tartaro. All in favor.

Chairwoman Nacerino stated that in the 2014 Budget there were some Management Positions that did receive a small stipend. She stated that group was not included in the proposed Management 1% increase that was proposed for the 2015 Budget. She stated amending that, and including those Management Positions as recipients of the 1% increase for 2015 would result in an additional fiscal impact of \$4,276. She stated that she supports including these Management Positions in the 1% increase.

Chairwoman Nacerino made a motion to restore that the previously voided Management Positions be included in the recommendation of a 1% Salary Increase for Management Employees; Seconded by Legislator Tartaro. All in favor.

Chairwoman Nacerino stated that there was an error in the recording between two positions that must be corrected. She stated that one of the positions is in the new Management Union (PuMA) and was incorrectly given the 1% increase that should not have and another of the positions was not given the 1% increase in the budget that should have been given it.

Chairwoman Nacerino made a motion to correct the issuance of the 1% increase for the following two (2) positions: SPOA Coord-Chldn Svc #431013101 (PuMA) and Dir Child/Fam Svces #601002101; Seconded by Legislator; Seconded by Legislator Castellano. All in favor.

Legislator LoBue stated that there is a proposed increase in hours requested in the Historian's budget two (2) positions. She questioned why the additional hours are being requested.

Commissioner Carlin stated that it was requested based on the needs of the office. He stated that the office has been without a Historian. He stated a Historian has been selected.

Legislator LoBue stated that she would like to propose that the proposed funding for the increase of these two positions be put into Sub-Contingency. She stated that in her opinion the new Historian should evaluate the needs in the department.

Chairwoman Nacerino made a motion to put the \$2,495 Budget Line #751110904 (page 86) and \$2,495 Budget Line #751110905 (page 86) into sub-Sub-Contingency; Seconded by Legislator Castellano. All in favor.

Chairwoman Nacerino stated that the next item is the request for three (3) new positions in the Sheriff's Department one (1)-Investigator and two (2)-Deputy Sheriffs.

Undersheriff Convery provided the insight and justification for the three (3) proposed positions. He stated that Putnam County is one of the safest County's in New York State. He stated with that said, there is a major issue with narcotic driven crimes. He stated that the additional positions will assist in providing coverage on the Western side of the County. He stated that the Sheriff's Department has a very good working relationship with the State Police, however their staffing has been depleted. He stated that the addition of these positions will increase the Sheriff's Department capability to deal with the issues that law enforcement is faced with today.

9:15p.m.

Chairwoman Nacerino made a motion to go into Executive Session to discuss certain history and salaries of certain County Employees Personnel Matter; Seconded by; Legislator Castellano. All in Favor.

9:50p.m.

Legislator Castellano made a motion to come out of Executive Session; Seconded by Chairwoman Nacerino. All in Favor.

Chairwoman Nacerino stated that there was no action taken in the Executive Session.

Chairwoman Nacerino made a motion to approve the proposed increase (s) of \$2,620 (#101010114 page 1), \$2,690 (101010113 page 1), and \$3,100 (101010111 page 1); Seconded by Legislator Castellano. All in favor.

Legislator Gross stated that he is disappointed in that the salaries of the two (2) Administrative Assistant Positions in the Legislature's Office were not even brought up to meet the starting salary of an Assistant Records Clerk Step 2 (CSEA position).

Legislator Albano stated that he agrees with Legislator Gross's comment.

Chairwoman Nacerino stated that she agrees with Legislator Gross also. She stated there is a position in the County Executive's Office where there is a very dedicated employee who works nights and weekends which is in the same position.

Legislative Counsel Van Ross stated that the matter of the Putnam County Coroner needs to be addressed during this budget process. He stated that there was a legal opinion sent to the Legislature that stated that a salary of a Coroner can be changed prior to their term limits. He stated that there are two (2) Coroner positions that are part of the November 4, 2014 Election. He stated that this Legislature needs to discuss and decide what their recommendation is in terms of salary and proposed per diem policy. He stated that the Coroner, that is not up for re-election in November 2014; that salary cannot be changed.

Legislator Albano requested that the term "per diem" be clarified.

Legislative Counsel Van Ross stated that "per diem" means per day.

Legislator Tartaro stated part of the issue here is that certain Coroners were not responding to calls. He stated he does not see how assigning a day will rectify that problem.

Legislator Castellano stated that he would like to discuss this further at the upcoming Budget Audit & Administration meeting on October 15, 2014.

Legislator LoBue questioned if the hospital has been contacted by the County's Personnel Department and asked if there are any Doctors interested in serving as Putnam County Coroner. She stated that she does not believe recruiting candidates should be the responsibility of the Coroner Coordinator Dr. M. Nesheiwat.

Director of Personnel Eldridge stated the Putnam County Coroner is an elected position; therefore that responsibility to find interested candidates falls on the Political Parties to find their candidates. He stated that going to the hospital is a good suggestion.

Legislator Gross stated that Dr. Nesheiwat has stated that doctors are not interested in being on call at the current salary. He stated that Dr. Nesheiwat had some suggestions on how to restructure the method of pay.

Legislator LoBue stated that she is convinced that it would be a good move to reach out to the population of doctors at the hospital.

Chairwoman Nacerino suggested that Legislator LoBue contact the hospital.

Legislator Scuccimarra stated that part of the problem is people do not want to have to travel to the Western side of the County in the middle of the night. She stated that she recommends doing a municipal agreement with Peekskill and or Dutchess and pay per case.

Legislator Albano stated that could be investigated as well.

Legislative Counsel Van Ross stated that the Legislature should be receiving input from the Coordinator of Coroners.

Legislator Albano stated that he will contact Dr. Nesheiwat.

Item #4) Other Business - NONE

Item #9) Adjournment

There being no further business, at 10:00P.M. Chairwoman Nacerino made a motion to adjourn; Seconded by Legislator Castellano. All in favor.

Respectfully submitted by Diane Trabulsy, Deputy Clerk of the Legislature.